	l l	2	3	4	1
TRAITS	UNSATISFACTORY	SOME DEFICIENCIES EVIDENT	SATISFACTORY	EXCEPTIONAL	RATING
IV. PROFESSIONALISM	No knowledge evident.	Less than we would prefer.	Meets our requirements for hiring.	Exceeds our expectations of average candidates.	4
COMMENTS: World	in Characte to condinue character, holds.	in reading.	ficate.	Confinto Treamor Comm	Il not rel
Wante Int - trust,	s to condinue character, holds.	self to Standar	Moscal holas	Fearur Comm	ork - us eague fo
APPEARANCE/ HABITS	Very sloppy in appearance or unacceptable personal habits.	Dress or grooming less than satisfactory or some oftensive personal habits.	Properly dressed and groomed. Few poor personal habits.	Very well groomed and professionally dressed. No offensive habits.	good Ju
POISE/ PERSONALITY/ COMMUNITATION SKILLS	Extremely distracted or confusing with poor	Apparently confused or a loss of poise that may	Appropriate poise and personality needed to	Appears confident, exhibits exceptional	
·	grammar.	interfere with job performance. Difficulty expressing ideas.	perform job. Adequate ability to communicate.	social skills and an appropriate sense of humor. Extremely articulate.	4
COMMENTS:	<u> </u>				

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The purpose of this analysis is to organize the recording of information collected during the interview and to assist in evaluating and comparing different applicants when interviews are completed.

Nikki S	Shearer				
	Ed Eorly	Childhoo	osition Applied for		
Areas of Certification	3	224443240 <u>24444</u>	RELACEMENT AND A STATE OF THE S		
Name of Interviewer  3/11/04  Date of this Interview					MANAGEMENT AND A STATE OF THE S
Date of this Interview					·
	T 1	2	3	4	[
TRAITS	UNSATISFACTORY	SOME DEFICIENCIES EVIDENT	SATISFACTORY	EXCEPTIONAL	RATING
I. PLANNING/ PREPARATION	No knowledge evident. Exhibits a minimal understanding.	Less than we would prefer. Exhibits a limited understanding.	Meets our requirements for hiring. Exhibits an adequate understanding.	Exceeds our expectations of average candidates. Exhibits a thorough understanding.	Ĺ.
comments: Include well or LA	ed erozmple governed – i C. Er syr. S	+  we do ked	as brocks		
II. CLASSROOM ENVIRONMENT	No knowledge evident. Exhibits a minimal understanding	Less than we would prefer. Exhibits a limited understanding.	Meets our requirements for hiring. Exhibits an adequate understanding.	Exceeds our expectations of average candidates. Exhibits a thorough understanding.	4
COMMENTS: RESP	onsive Clas	syoan ;	oreate rule model rules in		
64 14.					
III. INSTRUCTIONAL DELIVERY	No knowledge evident. Exhibits a minimal understanding.	Less than we would prefer. Exhibits a limited understanding.	Meets our requirements for hiring Exhibits an adequate understanding.	Exceeds our expectations of average candidates. Exhibits a thorough understanding	4
COMMENTS: DIS	06089 (05)	9 P55P r	क्षा भिंद नेट	look at	

discussed reporting 4 assess not instruction

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TRAITS	UNSATISFACTORY	SOME DEFICIENCIES EVIDENT	SATISFACTORY	EXCEPTIONAL	RATING
IV. PROFESSIONALISM	No knowledge evident.	Less than we would prefer.	Meets our requirements for hiring.	Exceeds our expectations of average candidates.	4
comments: working on	masters is continued	1 Bork	to impr	ove clas	SSVOVA.
APPEARANCE/ HABITS	Very sloppy in appearance or unacceptable personal habits.	Dress or grooming less than satisfactory or some offensive personal habits.	Properly dressed and groomed. Few poor personal habits.	Very well groomed and professionally dressed. No offensive habits.	3
COMMENTS:					
POISE/PERSONALITY/ COMMUNITATION SKILLS	Extremely distracted or confusing with poor grammar.	Apparently confused or a loss of poise that may interfere with job performance. Difficulty expressing ideas.	Appropriate poise and personality needed to perform job. Adequate ability to communicate.	Appears confident, exhibits exceptional social skills and an appropriate sense of humor. Extremely articulate.	4
COMMENTS:					
Previous long-term exp	perience in the district (90	0 days in same position	on) with satisfactory	performance [	

The purpose of this analysis is to organize the recording of information collected during the interview and to assist in evaluating and comparing different applicants when interviews are completed.

With She	ew			- 97				
Name of Applicant,		Week me	sition Applied for					
ELED/ EAR	ell CHILLED	Marter 5 m	fields-		-			
Areas of Certification			,					
Name of Interviewer								
Date of this Interview								
				4	T			
	1	2	3	4				
TRAITS	UNSATISFACTORY	SOME DEFICIENCIES EVIDENT	SATISFACTORY	EXCEPTIONAL	RATING			
I. PLANNING/ PREPARATION	No knowledge evident. Exhibits a minimal understanding.	Less than we would prefer. Exhibits a limited understanding.	Meets our requirements for hiring. Exhibits an adequate understanding.	Exceeds our expectations of average candidates. Exhibits a thorough understanding.	4			
	ed in Omg. Lite in Standard	e d		T				
II. CLASSROOM ENVIRONMENT	No knowledge evident. Exhibits a minimal understanding.	Less than we would prefer. Exhibits a limited understanding.	Meets our requirements for hiring. Exhibits an adequate	Exceeds our expectations of average candidates. Exhibits a thorough	4			
	_		understanding.	understanding.				
COMMENTS: Responsive Classroom trained - West Comp literary petup to address all learners equality.								
III. INSTRUCTIONAL DELIVERY	No knowledge evident. Exhibits a minimal understanding.	Less than we would prefer. Exhibits a limited understanding.	Meets our requirements for hiring. Exhibits an adequate understanding.	Exceeds our expectations of average candidates. Exhibits a thorough understanding	4			
COMMENTS: Report	fleren telwer	from I for for	emil (Juna C	m Accord				

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	1	2	3	4	
TRAITS	UNSATISFACTORY	SOME DEFICIENCIES EVIDENT	SATISFACTORY	EXCEPTIONAL	RATING
IV. PROFESSIONALISM	No knowledge evident.	Less than we would prefer.	Meets our requirements for hiring.	Exceeds our expectations of average candidates.	4
Comments: Character	ed/Act48/	•	city - trust, h	oust, holdself	to Stanle
Sinsel Mi	atio digita	Confidential Terment	7.G 		
APPEARANCE/ HABITS	Very sloppy in appearance or unacceptable personal habits.	Dress or grooming less than satisfactory or some offensive personal habits.	Properly dressed and groomed. Few poor personal habits.	Very well groomed and professionally dressed. No offensive habits.	4
COMMENTS: Whey Mr	cipture / articular	I/ queunt			
POISE/ PERSONALITY/ COMMUNITATION SKILLS	Extremely distracted or confusing with poor grammar.	Apparently confused or a loss of poise that may interfere with job performance. Difficulty expressing ideas.	Appropriate poise and personality needed to perform job. Adequate ability to communicate.	Appears confident, exhibits exceptional social skills and an appropriate sense of humor. Extremely articulate.	3+
COMMENTS:			<u> </u>		

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The purpose of this analysis is to organize the recording of information collected during the interview and to assist in evaluating and comparing different applicants when interviews are completed.

nijeki Sl	سامنغ در در	()	o Ch.		
Name of Applicant	m Ed + Early	Po	sition Applied for		
	mild + look	Chelland			
Areas of Certification					
Name of Interviewer					
Date of this Interview			TO COLUMN THE WAY OF THE PARTY		<del>0420-141-141-141-14</del>
Direction and medical					
	1	2	3	4	
TRAITS	UNSATISFACTORY	SOME DEFICIENCIES EVIDENT	SATISFACTORY	EXCEPTIONAL	RATING
I. PLANNING/ PREPARATION	No knowledge evident. Exhibits a minimal understanding.	Less than we would prefer. Exhibits a limited understanding.	Meets our requirements for hiring. Exhibits an adequate understanding.	Exceeds our expectations of average candidates. Exhibits a thorough understanding.	Ч
3) LANGE, Ding, S	Show R, Suda P in met, Hist	hand to guil	ust - gi	e whit she	C.)
II. CLASSROOM ENVIRONMENT	No knowledge evident. Exhibits a minimal understanding.	Less than we would prefer. Exhibits a limited understanding.	Meets our requirements for hiring. Exhibits an adequate understanding.	Exceeds our expectations of average candidates. Exhibits a thorough understanding.	4
COMMENTS: (3) Responsible	closer - st	Ledgen: Whe	s, hold n	r Canh	
9 diff inst	, leveled byte,	l-ski			
III. INSTRUCTIONAL DELIVERY	No knowledge evident. Exhibits a minimal understanding.	Less than we would prefer. Exhibits a limited understanding.	Meets our requirements for hiring. Exhibits an adequate understanding.	Exceeds our expectations of average candidates. Exhibits a thorough understanding	Ч
COMMENTS:	6 of 755.A to .	such and for	a the class	\$ L	
John .	1, , )	, also	4		
6 1.0 Cram	±, . }				

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	1	2	3	4	<u> </u>
TRAITS	UNSATISFACTORY	SOME DEFICIENCIES EVIDENT	SATISFACTORY	EXCEPTIONAL	RATING
IV. PROFESSIONALISM	No knowledge evident.	Less than we would prefer.	Meets our requirements for hiring.	Exceeds our expectations of average candidates.	1
6) working toke al	v. of wakele	Reference to affect of	aspooll.		<u> </u>
3) Intigrates . p	ent Johnson, la ,	horest con	be trusted,	held yourself	pt st
APPEARANCE/ HABITS	Very sloppy in appearance or unacceptable personal habits.	Dress or grooming less than satisfactory or some offensive personal habits.	Properly dressed and groomed. Few poor personal habits.	Very well groomed and professionally dressed. No offensive habits.	4
Comments:	Lespings to you	mell whole	Conid pela	le templ	La por
Jiann -	wiking togoth				
POISE/PERSONALITY/ COMMUNITATION SKILLS	Extremely distracted or confusing with poor grammar.	Apparently confused or a loss of poise that may interfere with job performance. Difficulty expressing ideas.	Appropriate poise and personality needed to perform job. Adequate ability to communicate.	Appears confident, exhibits exceptional social skills and an appropriate sense of humor. Extremely articulate.	3
COMMENTS:			· · · · · · · · · · · · · · · · · · ·		
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The purpose of this analysis is to organize the recording of information collected during the interview and to assist in evaluating and comparing different applicants when interviews are completed.

Previous long-term experience in the district (90 days in same position) with satisfactory performance

#### Case 1:04-cv-00264-SJM Document 70-11 Filed 06/27/2006 Page 8 of 55 EMPLOYMENT INTERVIEW ANALYSIS

Name of Applicant	arer	F	Elem. Ed.	no prefe	evence				
Areas of Certification  AS  Name of Interviewer	g Working	on Reeding	: Sp comp	elete end of	<u>(semm</u> rer)				
3.11.04 Date of this Interview									
	1	2	3	I 4					
TRAITS	UNSATISFACTORY	SOME DEFICIENCIES EVIDENT	SATISFACTORY	EXCEPTIONAL	RATING				
I. PLANNING/ PREPARATION	No knowledge evident. Exhibits a minimal understanding.	Less than we would prefer. Exhibits a limited understanding.	Meets our requirements for hiring, Exhibits an adequate understanding.	Exceeds our expectations of average candidates. Exhibits a thorough understanding.	4				
II. CLASSROOM ENVIRONMENT	dis-drive curr ss. must mate st. Centers No knowledge evident. Exhibits a minimal understanding.	Less than we would prefer. Exhibits a limited understanding.	Meets our requirements for hiring. Exhibits an adequate understanding	Exceeds our expectations of average candidates. Exhibits a thorough understanding.	4				
•	po clustered narg · ronmental - war	d walls		·					
III. INSTRUCTIONAL DELIVERY	No knowledge evident. Exhibits a minimal understanding.	Less than we would prefer. Exhibits a limited understanding.	Meets our requirements for hiring. Exhibits an adequate understanding	Exceeds our expectations of average candidates. Exhibits a thorough understanding	4				
COMMENTS: Use									
Defin Gui	d Hinking. ded Geading - ine Leteracy	stretched hu	jh level	Centers					
Comprehense	in Literacy	- Balance	d Leterar	z - leveles	texts				

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	1	2	3	4	
TRAITS	UNSATISFACTORY	SOME DEFICIENCIES EVIDENT	SATISFACTORY	EXCEPTIONAL	RATING
IV. PROFESSIONALISM	No knowledge evident.	Less than we would prefer.	Meets our requirements for hiring.	Exceeds our expectations of average candidates.	4
COMMENTS: Form	n 950 acres -	***************************************	<del>1</del>	<u> </u>	
On-	1 983 acres- time twated for,	self in prove	ment		
To 2	remembered	<del>.</del>			
APPEARANCE/ HABITS	Very sloppy in appearance or unacceptable personal habits.	Dress or grooming less than satisfactory or some offensive personal habits.	Properly dressed and groomed. Few poor personal habits.	Very well groomed and professionally dressed. No offensive habits.	4
COMMENTS:					
POISE/ PERSONALITY/ COMMUNITATION SKILLS	Extremely distracted or confusing with poor grammar.	Apparently confused or a loss of poise that may interfere with job performance. Difficulty expressing ideas.	Appropriate poise and personality needed to perform job. Adequate ability to communicate.	Appears confident, exhibits exceptional social skills and an appropriate sense of humor. Extremely articulate.	4
COMMENTS: STARS					
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The purpose of this analysis is to organize the recording of information collected during the interview and to assist in evaluating and comparing different applicants when interviews are completed.

Nikk	K. Shearer Elem					
Name of Applicant	Position Applied for					
Elem	700 to 200 to		······································	COMMICTION CONTROL CON		
Areas of Certification	/					
			2.00 PT3200000 P100000 P100000 Labella 100 P100 P100 Labella 100 P100 P100 P100 P100 P100 P100 P100		<del></del>	
Name of Interviewer						
	-//-/			D0027	<u> </u>	
Date of this Interview						
	<u></u>			<del>~</del>		
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	1	SOME	3	4		
TRAITS	UNSATISFACTORY	DEFICIENCIES EVIDENT	SATISFACTORY	EXCEPTIONAL	RATING	
I. PLANNING/ PREPARATION	No knowledge	Less than we would	Meets our	Exceeds our		
	evident. Exhibits a minimal	prefer Exhibits a limited	requirements for hiring. Exhibits	expectations of average candidates.	4	
	understanding.	understanding.	an adequate understanding.	Exhibits a thorough understanding.	/	
COMMENTS:	<u>,</u>		3	, , , , , , , , , , , , , , , , , , ,	•	
COMPLETTS:						
II. CLASSROOM ENVIRONMENT			Meets our	Exceeds our		
	No knowledge evident. Exhibits a minimal	Less than we would prefer. Exhibits a limited	requirements for hiring. Exhibits	expectations of average candidates.	4	
	understanding.	understanding.	an adequate understanding.	Exhibits a thorough understanding.	/	
*	<u> </u>		i anderstærding.	onderstanding.	I	
COMMENTS:						
		Less than we would	Meets our	Exceeds our		
III. INSTRUCTIONAL DELIVERY	No knowledge evident. Exhibits a minimal	prefer. Exhibits a limited	requirements for hiring. Exhibits	expectations of average candidates	4	
DELITERI	understanding.	understænding.	an adequate	Exhibits a thorough	/	
		<u> </u>	understanding.	understanding	<u> </u>	
COMMENTS:						

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	1	2	3	4	
TRAITS	UNSATISFACTORY	SOME DEFICIENCIES EVIDENT	SATISFACTORY	EXCEPTIONAL	RATINO
IV. PROFESSIONALISM	No knowledge evident.	Less than we would prefer.	Meets our requirements for hiring.	Exceeds our expectations of average candidates.	4
COMMENTS:		<u> </u>	<u></u>	<u> </u>	J
APPEARANCE/ HABITS	Very sloppy in appearance or unacceptable personal habits.	Dress or grooming less than satisfactory or some offensive personal habits.	Properly dressed and groomed. Few poor personal habits.	Very well groomed and professionally dressed. No offensive habits.	Ц
COMMENTS:					<b>L</b> .,
POISE/PERSONALITY/ COMMUNITATION SKILLS	Extremely distracted or confusing with poor grammar.	Apparently confused or a loss of poise that may interfere with job performance. Difficulty expressing ideas.	Appropriate poise and personality needed to perform job. Adequate ability to communicate.	Appears confident, exhibits exceptional social skills and an appropriate sense of humor. Extremely articulate.	4
COMMENTS:					1

The purpose of this analysis is to organize the recording of information collected during the interview and to assist in evaluating and comparing different applicants when interviews are completed.

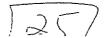
Previous long-term experience in the district (90 days in same position) with satisfactory performance

#### Case 1:04-cv-00264-SJM Document 70-11 Filed 06/27/2006 Page 12 of 55 EMPLOYMENT INTERVIEW ANALYSIS

Mikke	Skearen		Elem	· ;	
Name of Applicant	200	// _ /*			
Eléme Areas of Certification	tour / Galli	K-L. P Chiláhni	- H. I. D.	red weed	
Areas of Certification	The state of the s		To the state of th	7	
Aschor					
Name of Interviewer	γ-γγ- <i>ω</i>		***************************************	, e <sub>t</sub> e <sub>t</sub> e e e e e e e e e e e e e e e e e e e	
3/11/0	. U				***************************************
Date of this Interview					
Date of this interview					
L		<u></u>	***************************************		······································
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		SOME	]	**	<u> </u>
TRAITS	UNSATISFACTORY	DEFICIENCIES EVIDENT	SATISFACTORY	EXCEPTIONAL	RATING
I. PLANNING/ PREPARATION			Meets our	Exceeds our	
INCIARATION	No knowledge evident. Exhibits a minimal	Less than we would prefer. Exhibits a limited	requirements for	expectations of	11
	understanding.	understanding.	hiring. Exhibits an adequate	average candidates. Exhibits a thorough	7
			understanding.	understanding.	<u> </u>
COMMENTS:					
II. CLASSROOM ENVIRONMENT		-	Meets our	Exceeds our	
L	No knowledge evident. Exhibits a minimal	Less than we would prefer. Exhibits a limited	requirements for	expectations of	1/.
	understanding.	understanding.	hiring Exhibits an adequate	average candidates. Exhibits a thorough	T
<u> </u>			understanding	understanding	
COMMENTS: 1					
					<b></b>
			Meets our	Exceeds our	
III. INSTRUCTIONAL	No knowledge evident. Exhibits a minimal	Less than we would prefer, Exhibits a limited	requirements for	expectations of	16
DELIVERY	understanding.	understanding.	hiring Exhibits an adequate	average candidates. Exhibits a thorough	1 7
· · · · · · · · · · · · · · · · · · ·			understanding.	understanding	<u></u>
COMMENTS:					

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UNSATISFACTORY	SOME DEFICIENCIES EVIDENT	SATISFACTORY	EXCEPTIONAL	RATING
No knowledge evident.	Less than we would prefer.	Meets our requirements for hiring	Exceeds our expectations of average candidates.	4
	<u> </u>	<u> </u>		/
Very sloppy in appearance or unacceptable personal habits.	Dress or grooming less than satisfactory or some offensive personal habits.	Properly dressed and groomed. Few poor personal habits.	Very well groomed and professionally dressed. No offensive	4
·				
Extremely distracted or confusing with poor grammar.	Apparently confused or a loss of poise that may interfere with job performance. Difficulty expressing ideas.	Appropriate poise and personality needed to perform job. Adequate ability to communicate.	Appears confident, exhibits exceptional social skills and an appropriate sense of humor. Extremely articulate.	4
2 Ed - Eled /early id3 - K -	chul STARU - PM	ester er ken Ame Aug	de - hréfers	7
	No knowledge evident.  Very sloppy in appearance or unacceptable personal habits.  Extremely distracted or confusing with poor grammar.	UNSATISFACTORY  SOME DEFICIENCIES EVIDENT  Less than we would prefer.  Dress or grooming less than satisfactory or some offensive personal habits.  Extremely distracted or confusing with poor grammar.  Apparently confused or a loss of poise that may interfere with job performance. Difficulty expressing ideas.	UNSATISFACTORY  SOME DEFICIENCIES EVIDENT  Less than we would prefer.  Dress or grooming less than satisfactory or some offensive personal habits.  Dress or grooming less than satisfactory or some offensive personal habits.  Extremely distracted or confusing with poor grammar.  Apparently confused or a loss of poise that may interfere with job performance. Difficulty expressing ideas.  Appropriate poise and personality needed to perform job. Adequate ability to communicate.	UNSATISFACTORY    SOME

The purpose of this analysis is to organize the recording of information collected during the interview and to assist in evaluating and comparing different applicants when interviews are completed.



#### Case 1:04-cv-00264-SJM Document 70-11 Filed 06/27/2006 Page 14 of 55 EMPLOYMENT INTERVIEW ANALYSIS

$\lambda \omega$	Kli Shears		Elementar	W.	
Name of Applicant		8 01 (11 P	osition Applied for		
E	Hountous / Ear	I, Chi Khost	· lawking	M. Ed. in road	(1,0)
Areas of Certification					
Name of Interviewer	hu Kars.		<del>*************************************</del>		
	3/11/04				
Date of this Interview	5/10/0 <del>Y</del>				
	I	2	3	4	
TRAITS	UNSATISFACTORY	SOME DEFICIENCIES EVIDENT	SATISFACTORY	EXCEPTIONAL	RATING
I. PLANNING/ PREPARATION			Meets our	Exceeds our	
	No knowledge evident. Exhibits a minimal	Less than we would prefer. Exhibits a limited	requirements for hiring. Exhibits	expectations of average candidates.	4
	understanding.	understanding.	an adequate understanding.	Exhibits a thorough understanding	
COMMENTS:				I	
COMMENTS:	•				
~				<u> </u>	·
II. CLASSROOM ENVIRONMENT	No knowledge	Less than we would	Meets our	Exceeds our	
	evident. Exhibits a minimal understanding.	prefer Exhibits a limited understanding.	requirements for hiring. Exhibits	expectations of average candidates	1/
	anacistaionig.	unocistanom <u>e</u> .	an adequate understanding	Exhibits a thorough understanding	17 1
COMMENTS: ·					
					T
III. INSTRUCTIONAL	No knowledge	Less than we would prefer. Exhibits a limited	Meets our requirements for	Exceeds our expectations of	
DELIVERY	evident. Exhibits a minimal understanding.	understanding.	hiring. Exhibits an adequate	average candidates. Exhibits a thorough	7
			understanding	understanding	
COMMENTS:					

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TRAITS	UNSATISFACTORY	SOME DEFICIENCIES EVIDENT	SATISFACTORY	EXCEPTIONAL	RATING
IV. PROFESSIONALISM	No knowledge evident.	Less than we would prefer	Meets our requirements for hiring	Exceeds our expectations of average candidates.	4
COMMENTS:	<u> </u>	<del></del>			
APPEARANCE/ HABITS	Very sloppy in appearance or unacceptable personal habits.	Dress or grooming less than satisfactory or some offensive personal habits.	Properly dressed and groomed. Few poor personal habits.	Very well groomed and professionally dressed. No offensive habits.	4
POISE/PERSONALITY/ COMMUNITATION SKILLS	Extremely distracted or confusing with poor grammar.	Apparently confused or a loss of poise that may interfere with job performance. Difficulty expressing ideas.	Appropriate poise and personality needed to perform job. Adequate ability to communicate.	Appears confident, exhibits exceptional social skills and an appropriate sense of humor. Extremely articulate.	4
COMMENTS:					
Previous long-term exp	perience in the district (9	0 days in same position	on) with satisfactory	performance [	/ /1

The purpose of this analysis is to organize the recording of information collected during the interview and to assist in evaluating and comparing different applicants when interviews are completed.

Name of Applicant	earer			<u>```</u>	
1			Position Applied For		\.
Elam	El & Em	ly Childhoo	nd two 4	kay on Mades	in Rdg
Areas of Certification	$\omega$				0)
Name of Interviewer	,				
3-11-04		<u> </u>	TO THE RESERVE OF THE PROPERTY		***************************************
Date of this Interview					4 -
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		2 SOME	3	4	
TRAITS	UNSATISFACTORY	SOME DEFICIENCIES EVIDENT	SATISFACTORY	EXCEPTIONAL	RATING
I. PLANNING/ PREPARATION	M 1 1		Meets our	Exceeds our	
	No knowledge evident. Exhibits a minimal	Less than we would prefer Exhibits a limited	requirements for hiring. Exhibits	expectations of average candidates	
	understanding.	understanding.	an adequate	Exhibits a thorough	4
~~~~~	1. I mark are	ects of Como	understanding Ci 7	understanding	
COMMENTS: Mens	Goved most age ters were empla		C(),		
Ceril	es are empla	s, <i>Qa</i> ,			
-Stand	and - Mentrared	many - us	ed to guitting	instruction	
		U	•		
II. CLASSROOM					
ENVIRONMENT	No knowledge	Less than we would	Meets our requirements for	Exceeds our expectations of	
	evident. Exhibits a minimal understanding.	prefer. Exhibits a limited understanding.	hiring. Exhibits	average candidates.	4
			an adequate understanding	Exhibits a thorough understanding	ī
COMMENTS: Envel	ive students in .	solle setten	5. Refere	l te madel	rig
lecheu	rions of puckers	e. Palanci	, ,		
	/ -	- Perea in	- •		
- Cent	tus + grouping	. Meeting	ind. needo		
	<i>V</i> , 0	V			
III. INSTRUCTIONAL	No knowledge evident. Exhibits a minimal	Less than we would	Meets our requirements for	Exceeds our expectations of	
DELIVERY	understanding.	prefer Exhibits a limited understanding.	hiring Exhibits an adequate	average candidates.	4
·		<u></u>	understanding	Exhibits a thorough understanding	
COMMENTS: DISCO	A to set up	groups.	el. Men	rued us	5
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TRAITS	UNSATISFACTORY	SOME DEFICIENCIES EVIDENT	SATISFACTORY	EXCEPTIONAL	RATING
IV. PROFESSIONALISM	No knowledge evident.	l.ess than we would prefer.	Meets our requirements for hiring	Exceeds our expectations of average candidates.	4
COMMENTS: World	ely on mosteis in Characte s to condinue	in readong.	ficate.	Caf-vi	Il not rel
	s to condinue character, holds.			Cantinto into Feamor coso Comm	ink - un eague f
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APPEARANCE/ HABITS	Very sloppy in appearance or unacceptable personal habits.	Dress or grooming less than satisfactory or some offensive personal habits.	Properly dressed and groomed Few poor personal habits.	Very well groomed and professionally dressed. No offensive habits.	3000 3
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POISE/PERSONALITY/ COMMUNITATION SKILLS	Extremely distracted or confusing with poor grammar.	Apparently confused or a loss of poise that may interfere with job performance. Difficulty expressing ideas.	Appropriate poise and personality needed to perform job. Adequate ability to communicate.	Appears confident, exhibits exceptional social skills and an appropriate sense of humor. Extremely articulate.	4
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Previous long-term ex	perience in the district (9	0 days in same positi	on) with satisfactory	performance	/1
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The purpose of this analysis is to organize the recording of information collected during the interview and to assist in evaluating and comparing different applicants when interviews are completed.

Nikki Shearer	
Name of Applicant Position Applied for	
Elens Ed Eorly Childhosd	
Areas of Certification  1eam  8	
Name of Interviewer	
Date of this Interview	Market Carlos de La company de processo de la company

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TRAITS	UNSATISFACTORY	SOME DEFICIENCIES EVIDENT	SATISFACTORY	EXCEPTIONAL	RATING
I. PLANNING/ PREPARATION	No knowledge evident. Exhibits a minimal understanding.	Less than we would prefer Exhibits a limited understanding.	Mects our requirements for hiring. Exhibits an adequate understanding	Exceeds our expectations of average candidates. Exhibits a thorough understanding.	4
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II. CLASSROOM ENVIRONMENT	No knowledge evident. Exhibits a minimal understanding	Less than we would prefer. Exhibits a limited understanding.	Meets our requirements for hiring Exhibits an adequate understanding	Exceeds our expectations of average candidates Exhibits a thorough understanding.	4
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III. INSTRUCTIONAL DELIVERY	No knowledge evident. Exhibits a minimal understanding.	Less than we would prefer. Exhibits a limited understanding.	Meets our requirements for hiring Exhibits an adequate understanding	Exceeds our expectations of average candidates. Exhibits a thorough understanding	4
III. INSTRUCTIONAL DELIVERY	evident. Exhibits a minimal understanding.	prefer. Exhibits a limited understanding.	Meets our requirements for hiring Exhibits an adequate understanding	expectations of average candidates. Exhibits a thorough understanding	4
III. INSTRUCTIONAL DELIVERY	evident. Exhibits a minimal understanding.	prefer. Exhibits a limited understanding.	Meets our requirements for hiring Exhibits an adequate understanding	expectations of average candidates. Exhibits a thorough understanding	4
III. INSTRUCTIONAL DELIVERY	evident. Exhibits a minimal understanding.	prefer. Exhibits a limited understanding.	Meets our requirements for hiring Exhibits an adequate understanding	expectations of average candidates. Exhibits a thorough understanding	4
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TRAITS	UNSATISFACTORY	SOME DEFICIENCIES EVIDENT	SATISFACTORY	EXCEPTIONAL	RATING
IV. PROFESSIONALISM	No knowledge cvident.	f.ess than we would prefer.	Meets our requirements for hiring	Exceeds our expectations of average candidates.	4
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APPEARANCE/ HABITS	Very sloppy in appearance or unacceptable personal habits.	Dress or grooming less than satisfactory or some offensive personal habits.	Properly dressed and groomed. Few poor personal habits.	Very well groomed and professionally dressed. No offensive habits.	3
POISE/ PERSONALITY/ COMMUNITATION SKILLS	Extremely distracted or confusing with poor grammar.	Apparently confused or a loss of poise that may interfere with job performance. Difficulty expressing ideas.	Appropriate poise and personality needed to perform job. Adequate ability to communicate.	Appears confident, exhibits exceptional social skills and an appropriate sense of humor. Extremely	4
COMMENTS:				articulate.	

The purpose of this analysis is to organize the recording of information collected during the interview and to assist in evaluating and comparing different applicants when interviews are completed.

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Name of Interviewer					
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Date of this Interview					
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TRAITS	UNSATISFACTORY	DEFICIENCIES EVIDENT	SATISFACTORY	EXCEPTIONAL	RATING
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PREPARATION	No knowledge evident. Exhibits a minimal	Less than we would prefer Exhibits a limited	requirements for hiring. Exhibits	expectations of average candidates	,
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TRAITS	UNSATISFACTORY	SOME DEFICIENCIES EVIDENT	SATISFACTORY	EXCEPTIONAL	RATING
IV. PROFESSIONALISM	No knowledge evident.	Less than we would prefer.	Meets our requirements for hiring.	Exceeds our expectations of average candidates.	4
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Anste Mil	ed/Act48/	Confidential Terment	J 		
APPEARANCE/ HABITS	Very sloppy in appearance or unacceptable personal habits.	Dress or grooming less than satisfactory or some oftensive personal habits.	Properly dressed and groomed Few poor personal habits.	Very well groomed and professionally dressed. No offensive habits.	4
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POISE/PERSONALITY/ COMMUNITATION SKILLS	Extremely distracted or confusing with poor grammar.	Apparently confused or a loss of poise that may interfere with job performance. Difficulty expressing ideas.	Appropriate poise and personality needed to perform job. Adequate ability to communicate.	Appears confident, exhibits exceptional social skills and an appropriate sense of humor. Extremely articulate,	3+
COMMENTS:					
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The purpose of this analysis is to organize the recording of information collected during the interview and to assist in evaluating and comparing different applicants when interviews are completed.

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Name of Applicant	mille + End	Pr	osition Applied for		
i	miles + Cont	Scholler )	**************************************		
Areas of Certification					
Name of Interviewer	- Annual Control of the Control of t		MERCHANICAL III III III III III III III III III I		
Date of this Interview					
Date of this interview					
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TRAITS	UNSATISFACTORY	SOME DEFICIENCIES EVIDENT	SATISFACTORY	EXCEPTIONAL	RATING
I. PLANNING/ PREPARATION	No knowledge evident. Exhibits a minimal understanding.	Less than we would prefer. Exhibits a limited understanding.	Meets our requirements for hiring. Exhibits an adequate understanding	Exceeds our expectations of average candidates. Exhibits a thorough understanding.	¥
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II. CLASSROOM ENVIRONMENT :	No knowledge evident. Exhibits a minimal understanding.	Less than we would prefer Exhibits a limited understanding.	Meets our requirements for hiring Exhibits an adequate understanding.	Exceeds our expectations of average candidates. Exhibits a thorough understanding.	
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III. INSTRUCTIONAL DELIVERY	No knowledge evident. Exhibits a minimal understanding.	Less than we would prefer. Exhibits a limited understanding.	Meets our requirements for hiring. Exhibits an adequate understanding.	Exceeds our expectations of average candidates. Exhibits a thorough understanding	Н
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Jalan S.	Many March	ala,	Ÿ		
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TRAITS	UNSATISFACTORY	SOME DEFICIENCIES EVIDENT	SATISFACTORY	EXCEPTIONAL	RATING
IV. PROFESSIONALISM	No knowledge evident.	Less than we would prefer.	Meets our requirements for hiring.	Exceeds our expectations of average candidates.	l l
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APPEARANCE/ HABITS	Very sloppy in appearance or unacceptable personal habits.	Dress or grooming less than satisfactory or some offensive personal habits.	Properly dressed and groomed. Few poor personal habits.	Very well groomed and professionally dressed. No offensive habits.	4
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Jan	with y Contact	<u>-</u>			
POISE/ PERSONALITY/ COMMUNITATION SKILLS	Extremely distracted or confusing with poor grammar.	Apparently confused or a loss of poise that may interfere with job performance. Difficulty expressing ideas.	Appropriate poise and personality needed to perform job. Adequate ability to communicate.	Appears confident, exhibits exceptional social skills and an appropriate sense of humor. Extremely articulate.	3
COMMENTS:			<u></u>		

The purpose of this analysis is to organize the recording of information collected during the interview and to assist in evaluating and comparing different applicants when interviews are completed.

#### Case 1:04-cv-00264-SJM Document 70-11 Filed 06/27/2006 Page 24 of 55 EMPLOYMENT INTERVIEW ANALYSIS

Chery Kr.	achkowski		Elem. E	d, %	
Name of Applicant		F	osition Applied for		
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Areas of Certification					
Name of Interviewer	CONT. AND THE PROPERTY OF THE		<del></del>		
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Date of this Interview			r		
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TRAITS	UNSATISFACTORY	DEFICIENCIES EVIDENT	SATISFACTORY	EXCEPTIONAL	RATING
I. PLANNING/ PREPARATION			Micets our	Exceeds our	
	No knowledge evident. Exhibits a minimal	Less than we would prefer Exhibits a limited	requirements for	expectations of	11
	understanding.	understanding.	hiring, Exhibits an adequate	average candidates.  Exhibits a thorough	4
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L. CLASSROOM	dards direct in appetory Set."				
ENVIRONMENT	No knowledge evident. Exhibits a minimal understanding.	Less than we would prefer. Exhibits a limited understanding.	Meets our requirements for hiring Exhibits an adequate	Exceeds our expectations of average candidates. Exhibits a thorough	3
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COMMENTS: Cocloso Routin Tech	ible to all studia i i organ saver- mology	tini			
III. INSTRUCTIONAL DELIVERY	No knowledge evident. Exhibits a minimal understanding.	Less than we would prefer. Exhibits a limited understanding.	Meets our requirements for hiring Exhibits an adequate understanding.	Exceeds our expectations of average candidates. Exhibits a thorough understanding	3
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TRAITS	UNSATISFACTORY	SOME DEFICIENCIES EVIDENT	SATISFACTORY	EXCEPTIONAL	RATING
IV. PROFESSIONALISM	No knowledge evident.	Less than we would prefer.	Meets our requirements for hiring.	Exceeds our expectations of average candidates.	4
comments: W.E. – K	using available re seeping up to da	surces to create te	good citizens		
APPEARANCE/ HABITS	Very sloppy in appearance or unacceptable personal habits.	Dress or grooming less than satisfactory or some offensive personal habits.	Properly dressed and groomed. Few poor personal habits.	Very well groomed and professionally dressed. No offensive habits.	4
COMMENTS:					
POISE/PERSONALITY/ COMMUNITATION SKILLS	Extremely distracted or confusing with poor grammar.	Apparently confused or a loss of poise that may interfere with job performance. Difficulty expressing ideas.	Appropriate poise and personality needed to perform job. Adequate ability to communicate.	Appears confident, exhibits exceptional social skills and an appropriate sense of humor. Extremely articulate.	4
COMMENTS: Involu SpEd.	red in Communitation aide - 7-8 yrs.	j Cd awner 1/2 yr. 6 typ.	ther own P	re-school	

The purpose of this analysis is to organize the recording of information collected during the interview and to assist in evaluating and comparing different applicants when interviews are completed.

### Case 1:04-cv-00264-SJM Document 70-11 Filed 06/27/2006 Page 26 of 55 EMPLOYMENT INTERVIEW ANALYSIS

Chezul 7	Krachkowski	Elm	rentan
Name of Applicant J	- C - 2	Position Applied to	
	Elementary	10 grade	breldrife wer
Areas of Certification	$\mathcal{O}$	I	
Schoon	نر		
Name, of Interviewer			
3/11/04			
Date of this Interview			

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TRAITS	UNSATISFACTORY	SOME DEFICIENCIES EVIDENT	SATISFACTORY	EXCEPTIONAL	RATING
PLANNING/ PREPARATION	No knowledge evident. Exhibits a minimal understanding.	Less than we would prefer. Exhibits a limited understanding.	Meets our requirements for hiring. Exhibits an adequate understanding.	Exceeds our expectations of average candidates. Exhibits a thorough understanding.	4
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ENVIRONMENT	No knowledge evident. Exhibits a minimal understanding	Less than we would prefer. Exhibits a limited understanding.	Meets our requirements for hiring. Exhibits an adequate understanding	Exceeds our expectations of average candidates Exhibits a thorough understanding	4
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le	us technology &	lat -		J.	T
I. INSTRUCTIONAL DELIVERY	No knowledge evident. Exhibits a minimal understanding.	Less than we would prefer. Exhibits a limited understanding.	Meets our requirements for hiring. Exhibits an adequate understanding	Exceeds our expectations of average candidates. Exhibits a thorough understanding	4
OMMENTS: - PEC	formance tash	(Create di	lny-verna	e t explana	Z)
	ger; ability; 16				

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	Less than we would prefer.	Meets our requirements for hiring	Exceeds our expectations of average candidates.	ij		
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ersonal habits.	Dress or grooming less than satisfactory or some offensive personal habits.	Properly dressed and groomed. Few poor personal habits.	Very well groomed and professionally dressed. No offensive habits.	4		
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poor	Apparently confused or a loss of poise that may interfere with job performance. Difficulty expressing ideas.	Appropriate poise and personality needed to perform job. Adequate ability to communicate.	Appears confident, exhibits exceptional social skills and an appropriate sense of humor. Extremely articulate.	4		
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The purpose of this analysis is to organize the recording of information collected during the interview and to assist in evaluating and comparing different applicants when interviews are completed.

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Name of Applyant		P	osition Applied for		
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Areas of Certification	~				ļ
Name of Interviewer		,			
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TRAITS	UNSATISFACTORY	SOME DEFICIENCIES EVIDENT	SATISFACTORY	EXCEPTIONAL	RATING
I. PLANNING/ PREPARATION	No knowledge	Less than we would	Meets our	Exceeds our	,
	evident. Exhibits a minimal understanding.	prefer Exhibits a limited understanding.	requirements for hiring. Exhibits an adequate	expectations of average candidates. Exhibits a thorough	14
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II. CLASSROOM ENVIRONMENT	No knowledge evident. Exhibits a minimal understanding	Less than we would prefer Exhibits a limited understanding	Meets our requirements for hiring Exhibits an adequate understanding	Exceeds our expectations of average candidates Exhibits a thorough understanding	3
COMMENTS:  Strugtt a  Postary  Planking	feedballe				A
III. INSTRUCTIONAL DELIVERY	No knowledge evident. Exhibits a minimal understanding.	Less than we would prefer, Exhibits a limited understanding.	Meets our requirements for hiring Exhibits an adequate understanding	Exceeds our expectations of average candidates. Exhibits a thorough understanding	4
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applegato	u It.				

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TRAITS	UNSATISFACTORY	SOME DEFICIENCIES EVIDENT	SATISFACTORY	EXCEPTIONAL	RATING
IV. PROFESSIONALISM	No knowledge evident.	Less than we would prefer.	Meets our requirements for hiring.	Exceeds our expectations of average candidates.	3
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APPEARANCE/ HABITS	Very sloppy in appearance or unacceptable personal habits.	Dress or grooming less than satisfactory or some offensive personal habits.	Properly dressed and groomed Few poor personal habits.	Very well groomed and professionally dressed. No offensive habits.	4
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POISE/ PERSONALITY/	Extremely distracted or	Apparently confused or a	Appropriate poise and	Appears confident.	
COMMUNITATION SKILLS	confusing with poor grammar.	loss of poise that may interfere with job performance. Difficulty expressing ideas.	personality needed to perform job. Adequate ability to communicate.	exhibits exceptional social skills and an appropriate sense of humor. Extremely articulate.	3
COMMENTS:			<u> </u>		<u> </u>

The purpose of this analysis is to organize the recording of information collected during the interview and to assist in evaluating and comparing different applicants when interviews are completed.

Previous long-term experience in the district (90 days in same position) with satisfactory performance

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Cheryl Krachtowski	
Name of Applicant	Position Applied for
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Areas of Certification	
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Name of Interviewer	
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Date of this Interview	
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TRAITS	UNSATISFACTORY	SOME DEFICIENCIES EVIDENT	SATISFACTORY	EXCEPTIONAL	RATING
I. PLANNING/ PREPARATION	No knowledge evident. Exhibits a minimal understanding.	Less than we would prefer Exhibits a limited understanding.	Meets our requirements for hiring Exhibits an adequate understanding	Exceeds our expectations of average candidates. Exhibits a thorough understanding.	
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Transfer of April	, A Sallo	rde			
II. CLASSROOM ENVIRONMENT	No knowledge evident. Exhibits a minimal understanding	Less than we would prefer Exhibits a limited understanding.	Meets our requirements for hiring Exhibits an adequate understanding.	Exceeds our expectations of average candidates. Exhibits a thorough understanding	, , , , , , , , , , , , , , , , , , ,
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III. INSTRUCTIONAL DELIVERY	No knowledge evident. Exhibits a minimal understanding.	Less than we would prefer. Exhibits a limited understanding.	Meets our requirements for hiring Exhibits an adequate understanding.	Exceeds our expectations of average candidates. Exhibits a thorough understanding	3
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	TRAITS	UNSATISFACTORY	SOME DEFICIENCIES EVIDENT	SATISFACTORY	EXCEPTIONAL	RATING
	IV. PROFESSIONALISM	No knowledge evident.	Less than we would prefer.	Meets our requirements for hiring.	Exceeds our expectations of average candidates.	3
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	COMMENTS:					7,00
	POISE/PERSONALITY/ COMMUNITATION SKILLS	Extremely distracted or confusing with poor grammar.	Apparently confused or a loss of poise that may interfere with job performance. Difficulty expressing ideas.	Appropriate poise and personality needed to perform job. Adequate ability to communicate.	Appears confident, exhibits exceptional social skills and an appropriate sense of humor. Extremely articulate.	4
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The purpose of this analysis is to organize the recording of information collected during the interview and to assist in evaluating and comparing different applicants when interviews are completed.

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Name of Applicant	Kra-beruski	P	osition Applied for		
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TRAITS	UNSATISFACTORY	DEFICIENCIES EVIDENT	SATISFACTORY	EXCEPTIONAL	RATING
I. PLANNING/ PREPARATION	No knowledge	Less than we would	Meets our	Exceeds our	
	evident. Exhibits a minimal understanding.	prefer. Exhibits a limited understanding.	hiring. Exhibits	average candidates	<i>\\</i>
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III. INSTRUCTIONAL DELIVERY	evident. Exhibits a minimal understanding.	prefer. Exhibits a limited understanding.	requirements for hiring, Exhibits	expectations of average candidates.	4
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TRAITS	UNSATISFACTORY	SOME DEFICIENCIES EVIDENT	SATISFACTORY	EXCEPTIONAL	RATING
IV. PROFESSIONALISM	No knowledge evident.	Less than we would prefer.	Meets our requirements for hiring.	Exceeds our expectations of average candidates.	3
COMMENTS:  5) and set - 1  con  b) healt know,	of - milet	assessment	are-ent	ps former	
APPEARANCE/ HABITS	Very sloppy in appearance or unacceptable personal habits.	Dress or grooming less than satisfactory or some offensive personal habits.	Properly dressed and groomed. Few poor personal habits.	Very well groomed and professionally dressed. No offensive habits.	Ч
COMMENTS:					
POISE/PERSONALITY/ COMMUNITATION SKILLS	Extremely distracted or confusing with poor grammar.	Apparently confused or a loss of poise that may interfere with job performance. Difficulty expressing ideas.	Appropriate poise and personality needed to perform job. Adequate ability to communicate.	Appears confident, exhibits exceptional social skills and an appropriate sense of humor. Extremely articulate.	. Upper
COMMENTS:	prestivos -		<u> </u>		

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The purpose of this analysis is to organize the recording of information collected during the interview and to assist in evaluating and comparing different applicants when interviews are completed.

### Case 1:04-cv-00264-SJM Document 70-11 Filed 06/27/2006 Page 34 of 55 EMPLOYMENT INTERVIEW ANALYSIS

<u> </u>	/				
Charl	Krachkowski		Elementar		
Name of Applicant		F	osition Applied for	7	<del></del>
7	Elemantary Ed	/			
Areas of Certification	-10 meso 100 yC	<del></del>			
	•				
Name of Interviewer					
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3/11	104				
Date of this Interview	•				
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TRAITS	UNSATISFACTORY	DEFICIENCIES EVIDENT	SATISFACTORY	EXCEPTIONAL	RATING
I. PLANNING/		EVIDENI			<u> </u>
PREPARATION	No knowledge	Less than we would	Meels our	Exceeds our	•
	evident. Exhibits a minimal	prefer. Exhibits a limited	requirements for hiring. Exhibits	expectations of average candidates.	3
	understanding.	understanding.	an adequate	Exhibits a thorough	
			understanding.	understanding.	
COMMENTS:	Assessment constantly	1 20 m 600 - E	sisteme product	15 70 5 Now	"9
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		- 6	manuer as	Joseph ,	
II. CLASSROOM ENVIRONMENT			\ (\)	F	
ENVIRONMENT	No knowledge evident. Exhibits a minimal	Less than we would prefer. Exhibits a limited	Meets our requirements for	Exceeds our expectations of	
	understanding.	understanding.	hiring. Exhibits	average candidates	3
			an adequate understanding.	Exhibits a thorough understanding	
COMMENTS: Ac	cessable to all	students			
Comments. AC	(62/2000)	<i>,</i> , , , , , , , , , , , , , , , , , ,			
			1		
	No knowledge	Less than we would	Meets our	Exceeds our	
III. INSTRUCTIONAL DELIVERY	No knowledge evident. Exhibits a minimal	prefer. Exhibits a limited	requirements for	expectations of	4
DELIVERY	understanding.	understanding.	hiring. Exhibits an adequate	average candidates. Exhibits a thorough	/
			understanding	understanding	
COMMENTS:					
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TRAITS	UNSATISFACTORY	SOME DEFICIENCIES EVIDENT	SATISFACTORY	EXCEPTIONAL	RATING
IV. PROFESSIONALISM	No knowledge evident.	Less than we would prefer.	Meets our requirements for huring	Exceeds our expectations of average candidates.	4
COMMENTS:		I	<u> </u>		L
APPEARANCE/ HABITS	Very sloppy in appearance or unacceptable personal habits.	Dress or grooming less than satisfactory or some	Properly dressed and	Very well groomed	
	unacceptable personal nabits.	offensive personal habits.	groomed. Few poor personal habits.	and professionally dressed. No offensive habits.	4
COMMENTS:					
POISE/ PERSONALITY/ COMMUNITATION SKILLS	Extremely distracted or confusing with poor grammar	Apparently confused or a loss of poise that may interfere with job performance. Difficulty expressing ideas.	Appropriate poise and personality needed to perform job. Adequate ability to communicate.	Appears confident, exhibits exceptional social skills and an appropriate sense of humor. Extremely articulate.	4
COMMENTS:					

The purpose of this analysis is to organize the recording of information collected during the interview and to assist in evaluating and comparing different applicants when interviews are completed.

It will be most effective if prepared immediately after the interview. This analysis may also be referred to during the interview as a reminder of basic areas to discuss with the applicant.

MN- Had own pre school. - L.S. Aide @ Greenville - Amoria. Sale Dance. Comite La

#### Case 1:04-cv-00264-SJM Document 70-11 Filed 06/27/2006 Page 36 of 55

Chery/	KrachKowski	Elem			
Name of Applicant	Applicand Position Applied for Elem				
Areas of Certification	lem				
	Heller				:
Name of Interviewer					
Date of this Interview	3-11-04	Dreft.	) <i>0</i> ′		
		An-a			
	1	2	3	4	
TRAITS	UNSATISFACTORY	SOME DEFICIENCIES EVIDENT	SATISFACTORY	EXCEPTIONAL	RATING
I. PLANNING/ PREPARATION	No knowledge evident. Exhibits a minimal understanding.	Less than we would prefer. Exhibits a limited understanding.	Meets our requirements for hiring. Exhibits an adequate understanding	Exceeds our expectations of average candidates. Exhibits a thorough understanding.	4
COMMENTS:			·		
II. CLASSROOM ENVIRONMENT	No knowledge evident. Exhibits a minimal understanding	Less than we would prefer Exhibits a limited understanding.	Meets our requirements for hiring. Exhibits an adequate understanding	Exceeds our expectations of average candidates Exhibits a thorough understanding	4
COMMENTS:					
III. INSTRUCTIONAL DELIVERY	No knowledge evident. Exhibits a minimal understanding.	Less than we would prefer. Exhibits a limited understanding.	Meets our requirements for hiring. Exhibits an adequate understanding	Exceeds our expectations of average candidates. Exhibits a thorough understanding	3
COMMENTS:					

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TRAITS	UNSATISFACTORY	SOME DEFICIENCIES EVIDENT	SATISFACTORY	EXCEPTIONAL	RATING
IV. PROFESSIONALISM	No knowledge evident.	i.ess than we would prefer.	Meets our requirements for hiring	Exceeds our expectations of average candidates.	4
COMMENTS:	· www	I	18005	average candidates.	<u> </u>
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APPEARANCE/ HABITS	Very sloppy in appearance or unacceptable personal habits.	Dress or grooming less than satisfactory or some offensive personal habits.	Properly dressed and groomed. Few poor personal habits.	Very well groomed and professionally dressed. No offensive habits.	4
COMMENTS:			<u> </u>	<u> </u>	
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POIST PERSON LIVE					·· · · · · · · · · · · · · · · · · · ·
POISE/ PERSONALITY/ COMMUNITATION SKILLS	Extremely distracted or confusing with poor grammar.	Apparently confused or a loss of poise that may interfere with job performance. Difficulty expressing ideas.	Appropriate poise and personality needed to perform job. Adequate ability to communicate.	Appears confident, exhibits exceptional social skills and an appropriate sense of humor Extremely articulate.	4
COMMENTS:					

The purpose of this analysis is to organize the recording of information collected during the interview and to assist in evaluating and comparing different applicants when interviews are completed.

Previous long-term experience in the district (90 days in same position) with satisfactory performance

300 Cheyl Krachkowski	
Name of Applicant	Position Applied for
Elen Ed.	
Areas of Certification	
Name of Interviewer	
3-11-04 Date of this Interview	

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TRAITS	UNSATISFACTORY	SOME DEFICIENCIES EVIDENT	SATISFACTORY	EXCEPTIONAL	RATING
I. PLANNING/ PREPARATION	No knowledge evident. Exhibits a minimal understanding.	Less than we would prefer Exhibits a limited understanding.	Meets our requirements for hiring. Exhibits an adequate understanding.	Exceeds our expectations of average candidates Exhibits a thorough understanding	.3
COVIMENTS:	Mentioned most	components.			
	Standordo - nei	trined that se	anly dl impl	lementa d	
II. CLASSROOM ENVIRONMENT	No knowledge evident. Exhibits a minimal understanding	Less than we would prefer. Exhibits a limited understanding.	Meets our requirements for hiring Exhibits an adequate understanding.	Exceeds our expectations of average candidates Exhibits a thorough understanding	Y
	Discipline plan in includes positive		- Projective (maticalrim) +	consignées !	£o-reg.
L-	earning Atyle diffe	in(22- i			
III. INSTRUCTIONAL DELIVERY	No knowledge evident. Exhibits a minimal understanding.	Less than we would prefer. Exhibits a limited understanding.	Meets our requirements for hiring. Exhibits an adequate understanding	Exceeds our expectations of average candidates. Exhibits a thorough understanding	3
COMMENTS:	to Discussed informa Authentic + perfor	Mance poblobne	t.		
	plan lessins xx	owd stender ds.			
	Talked about pal				

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TRAITS	UNSATISFACTORY	SOME DEFICIENCIES EVIDENT	SATISFACTORY	EXCEPTIONAL	RATING
IV. PROFESSIONALISM	No knowledge evident.	Less than we would prefer.	Meets our requirements for hiring.	Exceeds our expectations of average candidates.	i
COMMENTS: 7,	referenced in The	Echnology -	Masters from	$A_s$	<del></del>
C.	emwork - dia whide a fiality - inc togrity - confis	Copul constant / parents as - recorded to be	by. Share who well as educed shared.	at you are do	ing cos
APPEARANCE/ HABITS	Very sloppy in appearance or unacceptable personal habits.	Dress or grooming less than satisfactory or some offensive personal habits.	Properly dressed and groomed. Few poor personal habits.	Very well groomed and professionally dressed. No offensive habits.	<i>ا</i> ٰ
COMMENTS:					
POISE/ PERSONALITY/ COMMUNITATION SKILLS	Extremely distracted or confusing with poor grammar.	Apparently confused or a loss of poise that may interfere with job performance. Difficulty expressing ideas	Appropriate puise and personality needed to perform job. Adequate ability to communicate.	Appears confident, exhibits exceptional social skills and an appropriate sense of humor. Extremely articulate,	Ч
COMMENTS:					

The purpose of this analysis is to organize the recording of information collected during the interview and to assist in evaluating and comparing different applicants when interviews are completed.

#### Case 1:04-cv-00264-SJM Document 70-11 Filed 06/27/2006 Page 40 of 55 EMPLOYMENT INTERVIEW ANALYSIS

Chery Kra Name of Applicant	achkowski		Elem. E	d. 9	
Name of Applicant  Elem. E	-A		osition Applied for		
Areas of Certification	<u>a.</u>	no pres			
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Name of Interviewer					
Date of this Interview				nove - more was to conclude the "More - Male to reduce the same of	
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TRAITS	UNSATISFACTORY	DEFICIENCIES EVIDENT	SATISFACTORY	EXCEPTIONAL	RATING
I. PLANNING/ PREPARATION	No knowledge evident. Exhibits a minimal understanding.	Less than we would prefer. Exhibits a limited understanding.	Meets our requirements for hiring. Exhibits an adequate understanding	Exceeds our expectations of average candidates. Exhibits a thorough understanding.	4
	dards direct is repetory Set."	rat-			
II. CLASSROOM ENVIRONMENT	No knowledge evident. Exhibits a minimal understanding.	Less than we would prefer. Exhibits a limited understanding.	Meets our requirements for hiring. Exhibits an adequate understanding	Exceeds our expectations of average candidates. Exhibits a thorough understanding	3
COMMENTS: Caclass	ible to all studes	to tine			
Tech	i t Organ saver				
III. INSTRUCTIONAL DELIVERY	No knowledge evident. Exhibits a minimal understanding.	Less than we would prefer. Exhibits a limited understanding.	Meets our requirements for hiring. Exhibits an adequate understanding.	Exceeds our expectations of average candidates. Exhibits a thorough understanding	3
COMMENTS: Recog	nize improvement v I.E.P.'s	ent			

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TRAITS	UNSATISFACTORY	SOME DEFICIENCIES EVIDENT	SATISFACTORY	EXCEPTIONAL	RATING
IV. PROFESSIONALISM	No knowledge evident.	Less than we would prefer.	Meets our requirements for hiring.	Exceeds our expectations of average candidates.	4
COMMENTS: WE -	using available re seeping up to da	surces to create te	good citizena		
APPEARANCE/ HABITS	Very sloppy in appearance or unacceptable personal habits.	Oress or grooming less than satisfactory or some offensive personal habits.	Properly dressed and groomed. Few poor personal habits.	Very well groomed and professionally dressed. No offensive habits.	4
POISE/ PERSONALITY/ COMMUNITATION SKILLS	Extremely distracted or confusing with poor grammar.	Apparently confused or a loss of poise that may interfere with job performance. Difficulty expressing ideas.	Appropriate poise and personality needed to perform job. Adequate ability to communicate.	Appears confident, exhibits exceptional social skills and an appropriate sense of humor. Extremely articulate.	4
COMMENTS: Involu Sp Ed.	ed in Communit aide - 7-8 yrs.	f.Cd awner 1/2 yr. 6tgp.	ker own p	re-sclast	

The purpose of this analysis is to organize the recording of information collected during the interview and to assist in evaluating and comparing different applicants when interviews are completed.

#### Case 1:04-cv-00264-SJM Document 70-11 Filed 06/27/2006 Page 42 of 55

Chenit	Krachkou	zhi	E. Comera osition Applied for	tau	
Name of Applicant	7,7,7,7,7,7,7,7,7,7,7,7,7,7,7,7,7,7,7,7,				
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Areas of Certification		0	i)	/ (	
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Name, of Interviewer	1				
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Date of this Interview					
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TRAITS	UNSATISFACTORY	DEFICIENCIES EVIDENT	SATISFACTORY	EXCEPTIONAL	RATING
I. PLANNING/ PREPARATION		Luan shan wa wanta	Meets our	Exceeds our	
	No knowledge evident. Exhibits a minimal	Less than we would prefer. Exhibits a limited	requirements for hiring. Exhibits	expectations of average candidates.	1.1
	understanding.	understanding.	an adequate understanding.	Exhibits a thorough understanding.	7
	1.2.1.2.20	hours be true !	<del></del>	<del></del>	<u> </u>
COMMENTS: MALL	Jost and Ish	Currenter, S,	i So gener	<i>x</i> , <i>x</i> , <i>x</i> , <i>y</i>	
incep.	ray rea , -	- attento	I waster and to	a set Check	E/W
- asses	rolling canding	(A) = (2) (2000)	20, 20, 10 10 10	9 / -	6
Constar	and the Rows.  ndicalanding  ce + hyperthehen  Millengust p.	pu pacie	- pey. taxa	from patholis	
			Meets our	Exceeds our	
ENVIRONMENT	No knowledge evident. Exhibits a minimal	Less than we would prefer. Exhibits a limited	requirements for	expectations of	4
	understanding.	understanding.	hiring. Exhibits an adequate	average candidates. Exhibits a thorough	/
10, 10,			understanding.	understanding	<u></u>
COMMENTS: Ricce	supply to die,	learny or p	physical police	while of	
aga	neged - Assiline	; areas a	ymore; gr.	ng will	
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161	alions head a	audinto ; a	est instruct	In Stirtycei	
lla	ations hip at Decholy &	let -	,	Ť	
			*		T
III. INSTRUCTIONAL	No knowledge evident. Exhibits a minimal	Less than we would prefer. Exhibits a limited	Meets our requirements for	Exceeds our expectations of	, ,
DELIVERY	understanding.	understanding.	hiring. Exhibits an adequate	average candidates. Exhibits a thorough	17
		<u> </u>	understanding	understanding	<u> </u>
COMMENTS: - Reif	anava terh	(Creete da	lng-being	ce + explana presentition	五.一)
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( . 25 C	cine man ase	uty unit - E	speak the	-dicaber	
l telea	day + cutindo	wait.			

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TRAITS	UNSATISFACTORY	SOME DEFICIENCIES EVIDENT	SATISFACTORY	EXCEPTIONAL	RATING
IV. PROFESSIONALISM	No knowledge evident.	Less than we would prefer.	Meets our requirements for hiring.	Exceeds our expectations of average candidates.	4
COMMENTS:  Lanno  Constant  Linding Kinch Cla	tailine cetized planing for los Toth (go	loninistrate 10 Llases - 6); Yllitocher	perioding so Concluded as of Commences,	minimatel My Calley of learners	J
I be Little Clening w	fürents - 10.5	scarvit vite,	neusletter och	ر ب دیدوی - شریب	exiting to
111	1.7	21		09	TIZ ZZ, C
APPEARANCE/ HABITS	Very sloppy in appearance or unacceptable personal habits.	Dress or grooming less than satisfactory or some offensive personal habits.	Properly dressed and groomed. Few poor personal habits.	Very well groomed and professionally dressed. No offensive habits.	4
COMMENTS:	the hands				
	Extremely distracted or confusing with poor grammar.	Apparently confused or a loss of poise that may interfere with job performance. Difficulty expressing ideas.	Appropriate poise and personality needed to perform job. Adequate ability to communicate.	Appears confident, exhibits exceptional social skills and an appropriate sense of humor. Extremely	4
POISE/ PERSONALITY/ COMMUNITATION SKILLS  COMMENTS: (Mark)	Extremely distracted or confusing with poor grammar.	loss of poise that may interfere with job performance. Difficulty expressing ideas.	personality needed to perform job. Adequate ability to communicate.	exhibits exceptional social skills and an appropriate sense of humor. Extremely articulate.	¥.:110
POISE/ PERSONALITY/ COMMUNITATION SKILLS  COMMENTS: (nhode Minocesta - Comma Greinnelle - L Lig term litage	Extremely distracted or confusing with poor grammar.	loss of poise that may interfere with job performance. Difficulty expressing ideas.  Life is a company of the c	personality needed to perform job. Adequate ability to communicate.	exhibits exceptional social skills and an appropriate sense of humor. Extremely articulate.	Y Kini aci

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The purpose of this analysis is to organize the recording of information collected during the interview and to assist in evaluating and comparing different applicants when interviews are completed.

Name of Applicant El Ed (K	iach knockei				
Name of Appliyant	/ · · · · · · · · · · · · · · · · · · ·	Po	osition Applied for		
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Areas of Certification					
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TRAITS	UNSATISFACTORY	DEFICIENCIES EVIDENT	SATISFACTORY	EXCEPTIONAL	RATING
I. PLANNIÑG/ PREPARATION	No knowledg <b>c</b>	Less than we would	Meets our	Exceeds our	<i>f</i>
	evident. Exhibits a minimal understanding.	prefer Exhibits a limited understanding.	requirements for hiring Exhibits	expectations of average candidates.	4
	_		an adequate understanding	Exhibits a thorough understanding.	
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II. CLASSROOM ENVIRONMENT	No knowledge evident. Exhibits a minimal understanding	Less than we would prefer. Exhibits a limited understanding.	Meets our requirements for hiring Exhibits an adequate understanding	Exceeds our expectations of average candidates Exhibits a thorough understanding	3
COMMENTS:  Strugt of  Positives  Alamany	feedball				
III. INSTRUCTIONAL DELIVERY	No knowledge evident. Exhibits a minimal understanding.	Less than we would prefer. Exhibits a limited understanding.	Meets our requirements for hiring Exhibits an adequate understanding	Exceeds our expectations of average candidates. Exhibits a thorough understanding	4
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TRAITS	UNSATISFACTORY	SOME DEFICIENCIES EVIDENT	SATISFACTORY	EXCEPTIONAL	RATIN
IV. PROFESSIONALISM	No knowledge evident.	Less than we would prefer.	Meets our requirements for hiring.	Exceeds our expectations of average candidates.	3
CONMENTS:  WHENTS:  WHENTS:  FLOREUCIK  Confidencial of  Entropicty - new	Tech pustino	defec			
APPEARANCE/ HABITS	Very sloppy in appearance or unacceptable personal habits.	Dress or grooming less than satisfactory or some offensive personal habits.	Properly dressed and groomed Few poor personal habits.	Very well groomed and professionally dressed. No offensive habits.	4
POISE/ PERSONALITY/ COMMUNITATION SKILLS	Extremely distracted or confusing with poor grammar.	Apparently confused or a loss of poise that may interfere with job	Appropriate puise and personality needed to perform job. Adequate	Appears confident, exhibits exceptional social skills and an	7
		performance. Difficulty expressing ideas.	ability to communicate.	appropriate sense of humor. Extremely articulate.	3
COMMENTS:					

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The purpose of this analysis is to organize the recording of information collected during the interview and to assist in evaluating and comparing different applicants when interviews are completed.

Д_			VILLAN MILAN		
Cheryl	Krachtow	ski			
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Elem.	Ed.	Micking and the state of the st			
Areas of Certification					
Vame of Interviewer		the state of the s			
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TRAITS	UNSATISFACTORY	SOME DEFICIENCIES EVIDENT	SATISFACTORY	EXCEPTIONAL	RATING
I. PLANNING/ PREPARATION	No knowledge evident. Exhibits a minimal understanding.	Less than we would prefer. Exhibits a limited understanding.	Meets our requirements for hiring Exhibits an adequate understanding	Exceeds our expectations of average candidates. Exhibits a thorough understanding	
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II. CLASSROOM ENVIRONMENT	No knowledge evident. Exhibits a minimal understanding.	Less than we would prefer Exhibits a limited understanding	Meets our requirements for hiring. Exhibits an adequate understanding	Exceeds our expectations of average candidates. Exhibits a thorough understanding	/-
COMMENTS: (C)	The same than	State Date	Carried Spirit	· · · · · · · · · · · · · · · · · · ·	
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III. INSTRUCTIONAL DELIVERY	No knowledge evident. Exhibits a minimal understanding.	Less than we would prefer. Exhibits a limited understanding.	Meets our requirements for hiring Exhibits an adequate understanding	Exceeds our expectations of average candidates. Exhibits a thorough understanding	3
COMMENTS:	m, en en e	201-101-10			

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	TRAITS	UNSATISFACTORY	SOME DEFICIENCIES EVIDENT	SATISFACTORY	EXCEPTIONAL	RATING
	IV. PROFESSIONALISM	No knowledge evident.	Less than we would prefer.	Meets our requirements for hiring	Exceeds our expectations of average candidates.	3
G	COMMENTS:	in Ed Tool				
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	APPEARANCE/ HABITS	Very sloppy in appearance or unacceptable personal habits.	Dress or grooming less than satisfactory or some offensive personal habits.	Properly dressed and groomed. Few poor personal habits.	Very well groomed and professionally dressed. No offensive habits.	4
THE REAL PROPERTY OF THE PERTY	COMMENTS:					
	POISE/ PERSONALITY/ COMMUNITATION SKILLS	Extremely distracted or confusing with poor grammar.	Apparently confused or a loss of poise that may interfere with job performance. Difficulty expressing ideas.	Appropriate poise and personality needed to perform job. Adequate ability to communicate.	Appears confident, exhibits exceptional social skills and an appropriate sense of humor. Extremely articulate.	4
	COMMENTS:	,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,		·····	· · · · · · · · · · · · · · · · · · ·	
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The purpose of this analysis is to organize the recording of information collected during the interview and to assist in evaluating and comparing different applicants when interviews are completed.

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Name of Applicant	_	P	osition Applied for	-	
(	<u> Lim</u>				
Areas of Certification	n				
Name of Interviewer	<u> </u>				***************************************
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Date of this Interview					
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TRAITS	UNSATISFACTORY	SOME DEFICIENCIES EVIDENT	SATISFACTORY	EXCEPTIONAL	RATING
I. PLANNING/ PREPARATION	No knowledge evident. Exhibits a minimal understanding.	Less than we would prefer. Exhibits a limited understanding.	Meets our requirements for hiring. Exhibits an adequate understanding.	Exceeds our expectations of average candidates. Exhibits a thorough understanding	The second secon
COMMENTS: \n_	L& - 250, R-	s class Span		( - P - + ) Lan	C.i.s
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Value	K, w, S, L, suff	San Jack	Harden Bay	4	
II. CLASSROOM ENVIRONMENT	No knowledge evident. Exhibits a minimal understanding.	Less than we would prefer. Exhibits a limited understanding.	Meets our requirements for hiring. Exhibits an adequate understanding.	Exceeds our expectations of average candidates. Exhibits a thorough understanding.	3
COMMENTS:	en in out to	· Course her	di de	, whit she	
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III. INSTRUCTIONAL DELIVERY	No knowledge evident Exhibits a minimal understanding.	Less than we would prefer. Exhibits a limited understanding.	Meets our requirements for hiring. Exhibits an adequate understanding.	Exceeds our expectations of average candidates. Exhibits a thorough understanding	4
COMMENTS:					
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Cong- con	sed to firm the	<u>.\</u>	3	•,	
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	1	2	3	4			
TRAITS	UNSATISFACTORY	SOME DEFICIENCIES EVIDENT	SATISFACTORY	EXCEPTIONAL	RATIN		
IV. PROFESSIONALISM	No knowledge evident.	Less than we would prefer.	Meets our requirements for hiring.	Exceeds our expectations of average candidates.	3		
COMMENTS:  5) april part - in  come	and on a time (	assessment	are-ant	por former			
APPEARANCE/ HABITS	Very sloppy in appearance or unacceptable personal habits.	Dress or grooming less than satisfactory or some offensive personal habits.	Properly dressed and groomed. Few poor personal habits.	Very well groomed and professionally dressed. No offensive habits.	4		
COMMENTS: .							
POISE/ PERSONALITY/ COMMUNITATION SKILLS	Extremely distracted or confusing with poor grammar.	Apparently confused or a loss of poise that may interfere with job performance. Difficulty expressing ideas.	Appropriate poise and personality needed to perform job. Adequate ability to communicate.	Appears confident, exhibits exceptional social skills and an appropriate sense of humor. Extremely articulate.	Ч		
COMMENTS:	mente vis						

<u>)</u> 2/24

The purpose of this analysis is to organize the recording of information collected during the interview and to assist in evaluating and comparing different applicants when interviews are completed.

#### Case 1:04-cv-00264-SJM Document 70-11 Filed 06/27/2006 Page 50 of 55 EMPLOYMENT INTERVIEW ANALYSIS

Cheyl	Krachkowski		Elementar	Y	
Name of Applicant '	Tenentary Ed	P.	osition Applied for	•	
Areus of Certification				<del>ridge, and the COMMINISTER COMMINISTER COMMINISTER</del> COMMINISTER C	
Name of Interviewer  3/11/ Date of this Interview	<i>1</i> ₀ <i>∀</i>				
		2	3	4	
TRAITS	UNSATISFACTORY	SOME DEFICIENCIES EVIDENT	SATISFACTORY	EXCEPTIONAL	RATING
I. PLANNING/ PREPARATION	No knowledge evident. Exhibits a minimal understanding.	Less than we would prefer. Exhibits a limited understanding.	Meets-our requirements for hiring. Exhibits an adequate understanding	Exceeds our expectations of average candidates. Exhibits a thorough understanding.	3
COMMENTS:	Assessment constantly	sory on - P	orstuce productions standing standing	s to show	<i>'</i> 'S
II. CLASSROOM ENVIRONMENT	No knowledge evident. Exhibits a minimal understanding.	Less than we would prefer. Exhibits a limited understanding.	Meets our requirements for hiring. Exhibits an adequate understanding	Exceeds our expectations of average candidates. Exhibits a thorough understanding	3
COMMENTS: ACC	essable to all	students.			
III. INSTRUCTIONAL DELIVERY	No knowledge evident. Exhibits a minimal understanding.	Less than we would prefer. Exhibits a limited understanding.	Meets our requirements for hiring. Exhibits an adequate understanding.	Exceeds our expectations of average candidates. Exhibits a thorough understanding	4
COMMENTS:					

				**************************************	
	1	?	3	1	
TRAITS	UNSATISFACTORY	SOME DEFICIENCIES EVIDENT	SATISFACTORY	EXCEPTIONAL	RATIN(
IV. PROFESSIONALISM	No knowledge evident.	Less than we would prefer.	Meets our requirements for hiring	Exceeds our expectations of average candidates.	4
COMMENTS:	<u> </u>				<u>[</u>
	T	I	<b>T</b>		<del></del>
APPEARANCE/ HABITS	Very sloppy in appearance or unacceptable personal habits.	Dress or grooming less than satisfactory or some offensive personal habits.	Properly dressed and groomed. Few poor personal habits.	Very well groomed and professionally dressed. No offensive habits.	4
COMMENTS:	<u> </u>		<u> </u>		l
POISE/PERSONALITY/ COMMUNITATION SKILLS	Extremely distracted or confusing with poor grammar.	Apparently confused or a loss of poise that may interfere with job performance. Difficulty expressing ideas.	Appropriate poise and personality needed to perform job. Adequate ability to communicate.	Appears confident, exhibits exceptional social skills and an appropriate sense of humor. Extremely articulate.	4
CONVENTE					·
COMMENTS:					
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The purpose of this analysis is to organize the recording of information collected during the interview and to assist in evaluating and comparing different applicants when interviews are completed.

It will be most effective if prepared immediately after the interview. This analysis may also be referred to during the interview as a reminder of basic areas to discuss with the applicant.

MN- Had own ple School. - L.S. Aide @ Greanville

Cheryl	KrachKouski		Elem		
l <del></del>	lem	ľ	osition Applied for		
Areas of Certification  For Summer of Interviewer	Heller		Markinsking, may as a second construction of the construction of t		
-	3-11-04	Mrc 8: N	) <i>0</i> ′		indolestim:Delenapatatipapapapapa
		<b>V V V V</b>			
	1	2	3	4	<u> </u>
TRAITS	UNSATISFACTORY	SOME DEFICIENCIES EVIDENT	SATISFACTORY	EXCEPTIONAL	RATING
I. PLANNING/ PREPARATION	No knowledge evident. Exhibits a minimal understanding.	Less than we would prefer. Exhibits a limited understanding.	Meets our requirements for hiring. Exhibits an adequate understanding.	Exceeds our expectations of average candidates. Exhibits a thorough understanding.	4
COMMENTS:	•				
ENVIRONMENT	No knowledge evident. Exhibits a minimal understanding.	Less than we would prefer. Exhibits a limited understanding.	Meets our requirements for hiring Exhibits an adequate understanding	Exceeds our expectations of average candidates. Exhibits a thorough understanding	4
COMMENTS:					
III. INSTRUCTIONAL DELIVERY	No knowledge evident. Exhibits a minimal understanding.	Less than we would prefer. Exhibits a limited understanding.	Meets our requirements for hiring. Exhibits an adequate understanding.	Exceeds our expectations of average candidates. Exhibits a thorough understanding	3
COMMENTS:					

/24

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		2	3	1	1	
TRAITS	UNSATISFACTORY	SOME DEFICIENCIES EVIDENT	SATISFACTORY	EXCEPTIONAL	RATIN	
IV. PROFESSIONALISM	No knowledge evident.	Less than we would profer.	Meets our requirements for hiring	Exceeds our expectations of average candidates.	4	
COMMENTS:	<u> </u>			1	<u> </u>	
APPEARANCE/ HABITS	Very sloppy in appearance or	Dress or grooming less	Properly dressed and	Very well groomed		
	unacceptable personal habits.	than satisfactory or some offensive personal habits.	groomed. Few poor personal habits.	and professionally dressed. No offensive habits.	4	
POISE/ PERSONALITY/ COMMUNITATION SKILLS	Extremely distracted or confusing with poor grammar.	Apparently confused or a loss of poise that may interfere with job performance. Difficulty expressing ideas.	Appropriate poise and personality needed to perform job. Adequate ability to communicate.	Appears confident, exhibits exceptional social skills and an appropriate sense of humor. Extremely articulate,	Ч	
COMMENTS:	<u> </u>			<u></u>		

The purpose of this analysis is to organize the recording of information collected during the interview and to assist in evaluating and comparing different applicants when interviews are completed.

Name of Applicant	hey track	Pe	osition Applied for		
Areas of Certification	Ed.	Charles and the Control of the Contr	<u></u>		
Name of Interviewer  3-11-  Date of this Interview	04				
Date of this interview					<u></u>
	1	2	3	4	
TRAITS	UNSATISFACTORY	SOME DEFICIENCIES EVIDENT	SATISFACTORY	EXCEPTIONAL	RATING
PLANNING/ PREPARATION	No knowledge evident. Exhibits a minimal understanding.	Less than we would prefer. Exhibits a limited understanding.	Meets our requirements for hiring. Exhibits an adequate understanding	Exceeds our expectations of average candidates Exhibits a thorough understanding.	.3
OMMENTS:	Mentioned most Bjendoudo " me	eterned that se	only do impl	emente d	
I. CLASSROOM ENVIRONMENT	No knowledge evident. Exhibits a minimal understanding	Less than we would prefer. Exhibits a limited understanding.	Meets our requirements for hiring Exhibits an adequate understanding.	Exceeds our expectations of average candidates Exhibits a thorough understanding	4
COMMENTS:	Discipline plan in includes positive	pottfolio reinforcent	- Proxotive (motivation) &	consequees	dêr reg
	earning Atyle diffe				
	1			Exceeds our	

COMMENTS:

Authorice + performance esperamento

plan lessins would stender ds. Talked about pabrics

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TRAITS UNSATISFACTORY DEFICIENCIES EVIDENT SATISFACTORY EXCEPTIONAL RATING  IV. PROFESSIONALISM No knowledge evident.  No knowledge evidents of expectations of average candidates.  No knowledge expectations of expectations of expectations of average candidates.  No kno		ı	2	3	T 4	T
COMMENTS:  The wident prefer.  The prefer.	TRAITS	UNSATISFACTORY	DEFICIENCIES			RATING
Term work - dialogue constant by Share what you are doing Considering as well as educators.  Canded traity - not needed to be Shared.  Integrity - canically speaking.  APPEARANCE/ HABITS  Very sloppy in appearance or unacceptable personal habits.  Dress or grooming less than satisfactory or some offensive personal habits.  Dress or grooming less than satisfactory or some offensive personal habits.  Properly dressed and groomed. Few poor personal habits.  Very well groomed and professionally dressed. No offensive habits.  COMMENTS:  COMMENTS:  Extremely distracted or confusing with poor grammar  Appropriate purse and personality needed to perform job. Adequate a social skills and an appropriate sense of the performance. Difficulty performance. Difficulty	-	evident.	prefer.	requirements for hiring.	expectations of average candidates.	ij
APPEARANCE/ HABITS  Very sloppy in appearance or unacceptable personal habits.  Dress or grooming less than satisfactory or some offensive personal habits.  Properly dressed and groomed. Few poor personal habits.  Properly dressed and groomed. Few poor personal habits.  Properly dressed and groomed and professionally dressed. No offensive habits.  COMMENTS:  Appropriate puise and personality needed to perform job. Adequate ability to appropriate sense of the performance. Difficulty						- (ros
APPEARANCE/ HABITS  Very sloppy in appearance or unacceptable personal habits.  Dress or grooming less than satisfactory or some offensive personal habits.  Properly dressed and groomed. Few poor personal habits.  Properly dressed and groomed. Few poor personal habits.  Properly dressed and groomed and professionally dressed. No offensive habits.  COMMENTS:  Appropriate puise and personality needed to perform job. Adequate ability to perform job. Adequate ability to appropriate sense of the performance. Difficulty	C. I.	- Ridentiality - inc ntegriby - Co.C.	parents as it received to be cently specific	well as educe e Shared.	ext you are do	jig -
POISE/ PERSONALITY/ COMMUNITATION confusing with poor grammar  Extremely distracted or confusing with poor grammar  Appears confident, exhibits exceptional perform job. Adequate ability to  Appears confident, exhibits exceptional social skills and an appropriate sense of		Very sloppy in appearance or	Dress or grooming less than sattsfactory or some	Properly dressed and groomed. Few poor	Very well groomed and professionally dressed. No offensive	_
COMMUNITATION   confusing with poor grammar   loss of poise that may interfere with job perform job. Adequate   social skills and an appropriate sense of	COMMENTS:					
	COMMUNITATION	confusing with poor	loss of poise that may interfere with job	personality needed to perform job. Adequate	exhibits exceptional social skills and an	ч

Previous long-term experience in the district (90 days in same position) with satisfactory performance

The purpose of this analysis is to organize the recording of information collected during the interview and to assist in evaluating and comparing different applicants when interviews are completed.